



Types of Employment

Virginia Department of Human Resource Management

Governor McDonnell's Commission on
Government Reform and Restructuring

Consolidation of Shared Services and Enterprise Architecture Committee
General Assembly Building, House Room D, Richmond, Virginia

November 9, 2010



Alternate Work Schedules

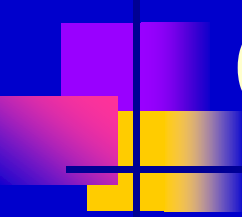
Hours of Work –

- Normal work hours per week for salaried employees
 - Full-Time – 40 hours
 - Q-Status – 32 to 39.9 hours
 - Part-Time – 20 to 31.9 hours
- Regular office hours 8:15 am to 5:00 pm
- Alternate work schedules available
 - Reduce commute time and ease traffic congestion
 - Meet business needs
 - Improve customer service
 - Mitigate overtime
 - Provide work/life balance for employees
 - Can be temporary or permanent



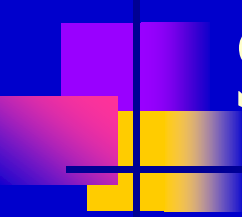
Q Status

- Approved in 2003 for salaried employees
- Allows employees working a minimum of 32 hours per week to receive health benefits and retirement
- Provides a *voluntary* option for employees
- Must be approved by agency management
- Allows agencies to save money while minimizing impact on knowledge transfer
- Increases scheduling flexibility
- Increases job satisfaction and morale
- Improves work/life balance
- Reduces stress from commuting



Q Status Options

- Provides option for agencies in lieu of staff reductions
 - Employee may voluntarily accept Q status
 - Employee may decline Q position
 - Eligible for placement options
 - Eligible to receive WTA benefits



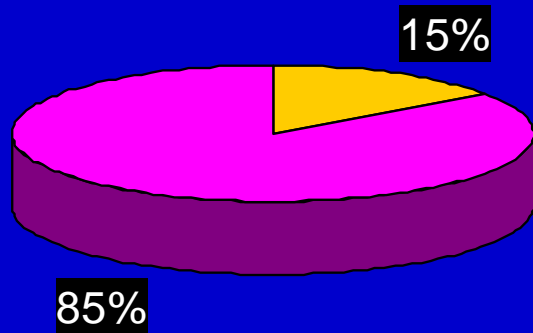
Q Status Statistics

	Q status	Classified
■ Number of employees	495	66,459
■ Average salary	\$35,584	\$41,603
■ Annualized annual salary	\$43,483	\$41,746
■ Median pay band	3.4	3.0
■ Average age	47.1	46.7
■ Average years of service	7.8	11.3

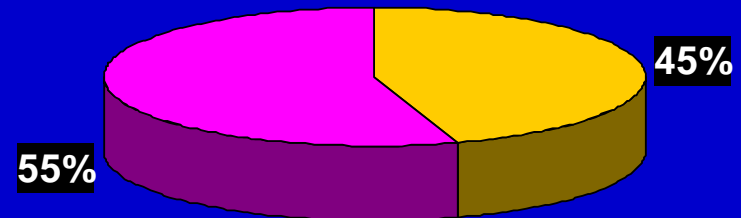
Q Status

Statistics - Gender

Gender – Q Status



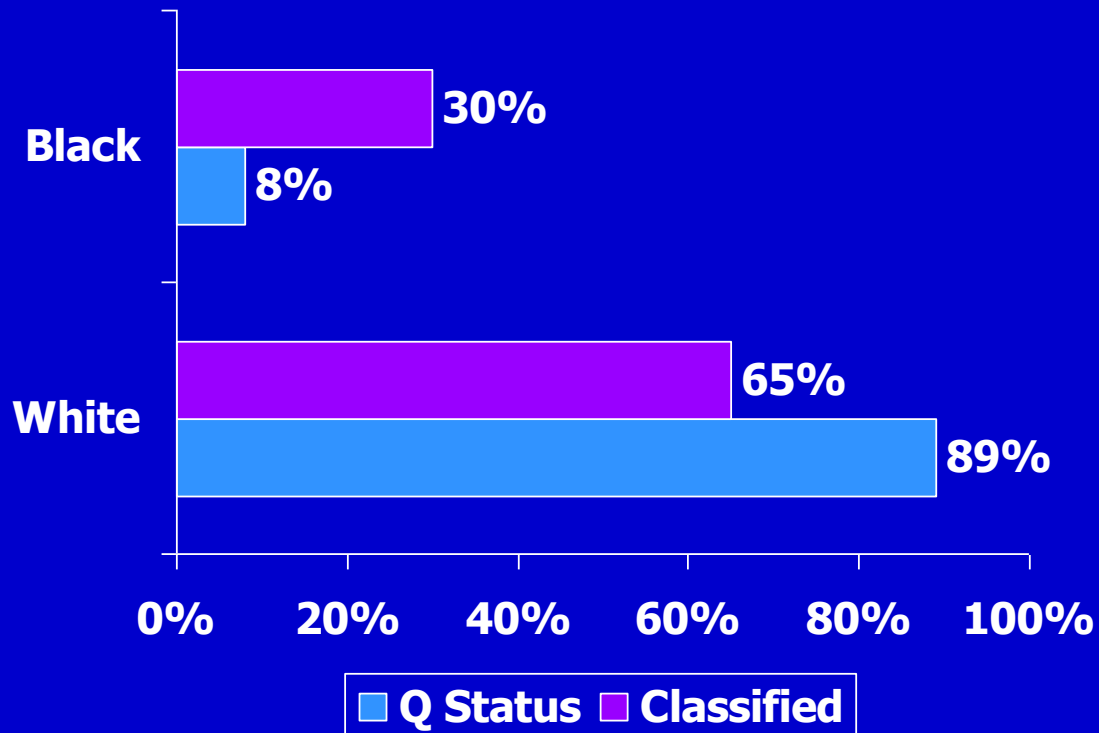
Gender – Classified



 Male  Female

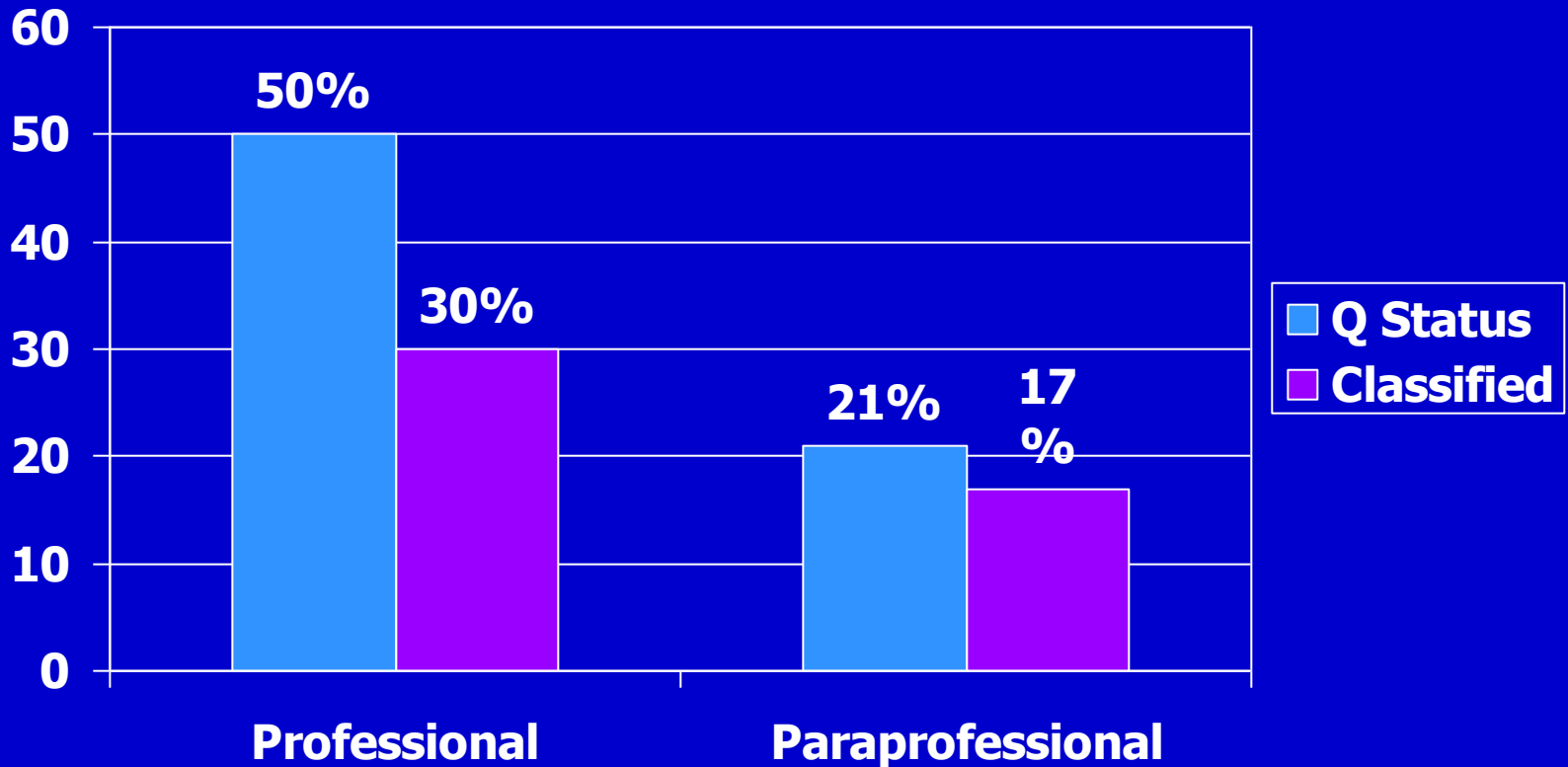
Q Status

Statistics - Race



Q Status

Statistics - Occupation





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Questions?